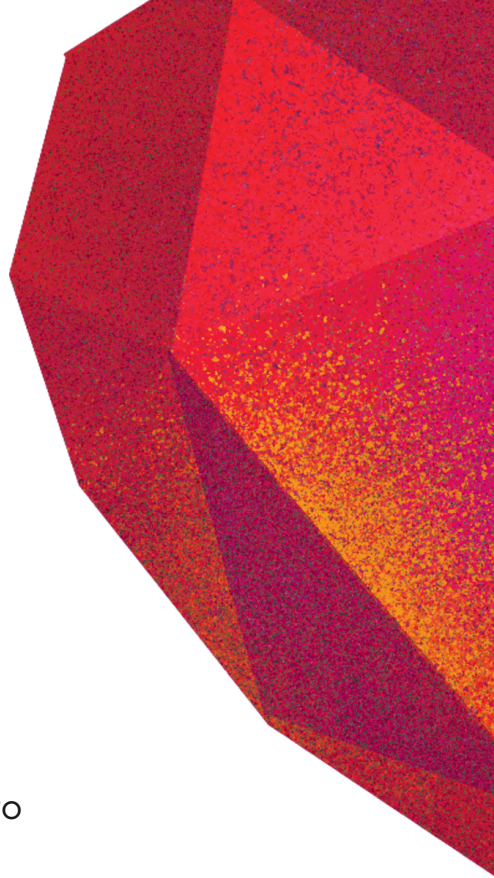


ROLES AND GOALS EXERCISE WORKSHEET

The first quarter of every year sees an increase of people signing up for gyms, seeking therapy for self-growth and healing, booking annual checkups, and postponed medical procedures, signing up on dating apps, etc. As the year goes on, these aspirations drop, and we fall back to our old habits, regretting that we lack motivation to live the life we desire. The main reason for this is that there are many layers involved in what sparks and keeps our motivation. We tend to get motivated by a spark and then don't quite know how to fuel it to get to the finish line.

I have studied human behavior models in depth, worked with individuals and couples across 40 countries for more than two decades and helped Fortune 500 companies and government leaders come up with policies, strategies and plans that would get them to the outcome they desire. It is my pleasure to give you the core concepts that sum it all up in a few pages here, so you can plan for new endeavors, which start intentionally and strong and end with a sense of fulfillment.

We are usually encouraged to think about what we want and put action items behind them to achieve them, right? To me, this is like showing a person how to offer a firm handshake without helping them address their sweaty hands which might be the reason they are avoiding the firm handshake to begin with.



In this exercise, we will go through your roles (current and aspired), expectations surrounding them, your intention for each of them and the resources needed to get you from where you are to your desired stage by the end of next year. I ask all my clients to do this on annual basis so we don't leave life to chance.

HERE IS HOW YOU DO THIS:

Step 1

- Take a piece of paper or open a Word document.
- On the left side, create a column of all the roles that you currently have.
- Then all the way to the right side of the page, create another column where you write down all the roles you wish to have by the end next year.
- Make blank spaces in front of the ones that you want to drop in the new year.
- Add all the roles you don't have, but would like to have in your life by the end of next year.
- Now looking at the right column that you just created, go over every role and for every one of these roles, you're going to have one intention in mind. For example, if you have a role as a mother and you would like the goal for that role to be something like, "I would like to create a more meaningful bond with my child," that would be the overarching goal for that role. Or, if you are contemplating uncoupling with your partner, that would be the intention for that role.

Step 2

- The next step after clarifying your intention/goal for each role is to work backward and put action items towards that goal. For some you need to have actions every given week, for others you might need actions that are fulfilled every 3 months, every 6 months and so on. Therefore, the increments that you put down for each role and the timing for inserting an action item could be different. For example, to create a more meaningful bond with your child, you might want to pick them up from school 3 times a week or be present for their night routine or have dinner together every night. To sustain connection with a business contact, a message through LinkedIn every 6 month would suffice. If you are looking to uncouple from your partner, one week you might want to put your resources together, one week you might aim to find a counselor to help you through the process, one week you might want to reach out to close family and friends and let them know etc.
- Now looking at all the action items created, you want to also think about the time, resources, energy, money, etc. that you need to make each action happen (making it realistic).

Step 3

- Then, look into each role and think about the expectations surrounding it:
 - Expectations you have of yourself in that role (for example, one should be in a healthy relationship, or have a closer bond with their child etc.)
 - Then, think about the expectation the person involved in that role might have (you might make assumptions about this or have had a conversation with the person about what they need from you in that role). For example, your child might have complained that they don't see you as often as they wish, or your partner expects you to be someone for them that you are not or be more communicative or have sex with them more often, etc.
 - On the 3rd level, think about your larger circle and see if you could recognize their voices in the mix. For example, "a good mother is...", "a healthy relationship is...", "a person who decouples is...". Get to know other people's expectations and judgements around these roles. This recognition will help you clarify whose voice you are listening to, so you could proceed with a sense of agency and awareness rather than just going with the flow and at fulfilling others' expectations without knowing if they matter or get you the outcome that you desire.

For practice write a couple of roles and goals:

Then write down all the resources including time, money, energy, and human resources that you need for those goals to happen.

Expectations that you have from yourself in these roles:

Expectations that the person involved in that role has from you:

Expectations that other people have from you or someone in this role:
